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### **Abstract**

Present research examines the HR practices prevalent in small scale industries in U.P. and suggests remedial measures to improve hr practices in small scale industries in U.P.

The small-scale industry sector today constitutes a very important sector of the Indian economy. At present, SSI sector accounts for 95% of industrial units in the country, 34.29% of national exports, 6.86% of GDP, employment to 193 lakh persons and production of 7500 items in the industrial SSI sector. About 358 items are reserved for exclusive purchase from the SSI sector. It is concluded that small-scale sector has been growing continuously after the independence. As per the progress report of DI-Kanpur 2010-11, the state U.P. has set up 679703 small-scale units, which employed 2742766 persons and has attracted investment of more than Rs. 12000 crore.

Study reveals that majority of the employers in the sample did not repose their faith in human resource planning. The selection was based on 'experience and competence' or 'recommendations'. Training opportunities for employees were very few. There were not adequate promotional opportunities available for employees.

Wage determination process in small scale units was a product of employer's personal judgment and individual bargaining. Payment by time was the most popular compensation plan. Employee perception about their remuneration structure when compared to other sector were, by and large, negative. Nearly, three fourth of the employees found their pay to dissatisfying.

The finding of the study reveals that most of the provision of factories acts not implemented in sample units. The units were noise prone; employees were not satisfied with work environment. Employees also expect better working conditions, better monetary benefits and promotional avenues in their present job. Majority of employees were satisfied with their supervisors and dissatisfaction level regarding supervisory treatment was low when compares to other facets of the jobs. Employees stated there are four factors namely 'organisational policy and working environment', 'Employees benefits', 'Discrimination and Lack of communication' and 'Career planning' at the end of employers are responsible for poor employer-employee relations. On the other hand, employers also specified two factors namely 'Lack of commitment and integrity', Lack of professionalism on the part of employees are responsible for poor employer-employee relation.

This research will help the employers of small scale industries to understand the human resource management techniques and overcome the major problems while managing manpower in small scale units. The study will be also helpful for maintaining better employer-employee relations in small scale industries.